

From 20/80 to 100% Breaking the Volunteer Bottleneck

INTRODUCTION

Why do people not serve?

Why do some serve?

Why do leaders not invite others to serve?

It is by grace you have been saved, through faith – and this is not from yourselves, it is the gift of God – not by works, so that no one can boast. For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.

Ephesians 2:8-10

TRINITY’S STORY

Crete, IL...

Trinity...

1998...

Lori Lorig...

Needed a system... and a name...



Trinity Lutheran Church, Crete, IL

Laying the foundation...

S.H.A.P.E.D. classes...

Faith in Action Days...

New Ministries...

Software...

Training the leaders...

Worship Folders...

Looking to the future of the church...

8 key components of a Member Ministry:

- Biblical foundations
- Culture & Awareness
- Assimilation/Integration
- Discovery
- Matching & Placement
- Communication
- Equipping
- Recognition/Reflection

It's been 19 years...



Faith in Action Day



Lori Lorig, Founder of Faith Unleashed Consulting

Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up.

Ephesians 4:11-12

WISDOM / LESSONS LEARNED

- There is no silver bullet.
- Hire a coordinator - “you get what you pay for.”
- “Why are you doing what others can do and not doing what only you can do.”
- You don’t have all the gifts.
- ALL the staff needs to be on board.
- Document it! “Clarity is kindness.”
- Move from “volunteer” to “serve.”
- It’s better to have no one than the wrong person in a position.
- Keep mission focused - tie everything to “why” we serve.
- It takes more time to train others (initially).
- Move from “doer” to “developer.”
- Understand personality differences.
- Outside consultants can say what needs to be said.
- Learn from others.
- You need all 8 key components.
- Train & equip your leaders.
- The quickest way to shut down people using their God given gifts is to micromanage.
- Your actions have an impact.
- Think ahead.
- You can’t pour out unless you’ve been poured into.
- You won’t see everyone that serves.
- The doctrine of Trinity guides our service. So, get out of the way.

FAITH UNLEASHED CONSULTING OPPORTUNITIES

“Creating a Member Ministry System” Webinar

- 90-minute free webinar by Pastor Frank Italiano that explores the 8 key components of Member Ministry. The next 2 dates are February 3 & 24, 2026.

“Unleashing the Spiritually Gifted” (Bible study on Spiritual Gifts)

- A Bible study to help facilitators using the “Faith Unleashed” Bible study on spiritual gifts. This free Bible study will be led by Marilyn Sievert Mondays February 2 - March 9, 2026.

FUEL (Faith Unleashed Equipping Leaders) \$

- Online monthly leadership course taught by Cindy Jansen Sundays February 22 - December 6, 2026.

“Paul’s Partners – a Bible study on Romans 16”

- Free online Bible study with Pastor Frank Italiano & Marilyn Sievert on Tuesday April 21, 2026.

18-month Comprehensive Consulting \$

We help you hire a Member Ministry Coordinator, train them, and launch your own Member Ministry in your congregation. Cost is based on the size of your congregation. Contact frank.italiano@faithunleashedconsulting.com for more information.

Information for all of these at www.faithunleashedconsulting.com.

Sign up with this QR code.

- You will get a follow-up email tonight with further resources.
- You will be entered into a drawing for a free FUEL membership (\$500 value).



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Lead Pastoral Consultant

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Our passion is to engage, equip, and empower God’s people in service.